

Section 9.4 with the Fraternal Order of Police states:

Section 9.4 Officers who speak Spanish and/or Vietnamese and/or Sign Language fluently will receive the following:

Basic \$50/pay period

Intermediate \$75/pay period

Advanced \$100/pay period

The Chief of Police may authorize additional languages when justified as beneficial to the department and subject to existing program requirements. Officers receiving such pay will be required to serve as interpreters on an as-needed basis.

Officers must provide proof of fluency to the Police Chief or designee before interpretive pay will be approved. Fluency will be determined through a fluency exam administered by a college, vo-tech, university or other agency mutually agreed to by the City's Personnel Department and the FOP. The Chief of Police or his designee reserves the right to verify the authenticity of the certification. Any Officer who submits a falsified certificate is subject to disciplinary action.